

PHIT Harold Program Expectations (2023)

Objective: PHIT's Harold program assembles and fosters teams of passionate and developing improvisers through regular weekly coached rehearsals, as well as scheduled performances. While shows are a component of this program, they are not the focal point. As an extension of the PHIT Training Center, this program is centered on individual player development and cultivating team building amongst dedicated, ambitious students of the artform.

PHIT's Harold Teams are cast, coached, and managed entirely by PHIT artistic leadership (the artistic director, Harold team coaches, and others who may be enlisted in the process) and are focused on player and ensemble development.

Responsibilities of Harold Program members:

Being Present: Commitment to a Harold team involves rehearsing weekly (see below for Attendance Policy) and participating fully in rehearsals and scheduled performances. This is key for your individual development as well as for the ensemble building amongst your teammates.

Communication: With individual player development as a focal point of the program, communication with your coach is also key. Maximizing growth includes being coachable at rehearsals and after performances, and seeking clarification if coaching or direction is not clear to you. Communication also includes notifying your coach of any short term or long term scheduling issues with as much notice as possible. Talk to your coach if you have problems or concerns. Talk to the PHIT Artistic Director if you have any concerns you don't think you can address with your coach. We can only alleviate individual concerns that are communicated with us, so avoid letting any tensions simmer.

There is also an expectation to pay monthly coaching fees to PHIT in a timely manner, according to the Coaching Fees policy (see below). Fees are collected for the sole purpose of expenses for coaching and rehearsal space.

Attendance Policy

Joining a Harold Team is a 4-month commitment (length of a program cycle) that requires steady attendance to promote growth as an ensemble. Regularly missing or being late for rehearsals or performances is a detriment to the troupe as a whole and is grounds for being removed from your Harold team. Note: While below are general guidelines, your coach will ultimately relay their rules for team culture.

Harold teams rehearse every week. Regularly missing rehearsals, or a regular pattern of being late to rehearsals, can be grounds for removal from performances and/or from the Harold team program. Rehearsal and show attendance is tracked using a shared online document - find out from your coach whether you will update your own attendance or they will do so.

Planned absences (vacations): Please inform your coach and team of planned absences from practices or shows at least 1 week before planned absence.

Unplanned absences: In the case of illness or emergency, please inform the coach as soon as possible, ideally no later than 60 minutes before the start of practice or an hour before the start of Harold Night.

Performances after absences: It is up to the discretion of the coach if you will be allowed to play in shows after missing one practice. After missing two or more practices, you will not be able to perform in shows until you return to practice and at the discretion of the coach.

Tardiness / Departing early: Arriving late and/or leaving rehearsal early is disruptive and should be avoided.

Performance Attendance

Call time for Harold Night performances is typically 30 minutes before the curtain. Being late to call time and missing your team's warm-up is grounds for being pulled from a performance. As with rehearsal attendance, regularly missing or being late to performances is grounds for being removed from your Harold team.

Program cycles (4 months) and participation duration

As stated above, a program cycle is a 4 month commitment. Near the end of each cycle, players will be surveyed about their experience in the program and be given a chance to indicate whether they would like to continue for another cycle or step away. Six cycles (about two years) is typically the limit for a player's participation in the PHIT Harold team program. There may be occasional exceptions due to special circumstances, but generally a Harold team player should expect to rotate out of the program after six 4-month cycles.

Change and Adaptation

Typically, a Harold team player in the program for six cycles will play as part of at least two different teams during their Harold team tenure, and will work with at least two coaches over the course of that two year span. The experience of adapting to new teammates and a new coach is valuable in growing one's self-awareness as a player, expanding one's ability to receive notes from different leaders, and broadening one's exposure to different perspectives on the craft.

Coaching Fees Policy

Harold team players' \$55 monthly fees are designed to cover the costs of coaching and rehearsal space rental. Players are expected to establish an automatic recurring transaction to

cover their payment through an online portal that PHIT will provide. These fees are not a donation to the theater - they are covering real expenses for the program. If you need to discuss the fees payment, please contact the Artistic Director.

Harold team players agree to abide by the above policies with the understanding that violation may result in removal from the Harold team program, at the discretion of the team coach and/or PHIT's artistic director.